

Austin Northern Training Hub Non-Accredited General Surgery Registrar (NSET) 2021
--

Name of Unit / Specialty:	General Surgery
Contact person:	Simone Morgan
Department:	Austin Health Medical Workforce Unit
Contact phone number:	03 9496 3313
Contact email address:	Simone.morgan@austin.org.au
Contact person:	Michelle Rovetto
Department:	Northern Health Medical Workforce Unit
Contact phone number:	03 8405 2584
Contact email address:	Northerndoctorsworkforce@nh.org.au
Surgical Supervisor:	A/Prof Vijayaragavan Muralidharan
Department	Austin Health Department of Surgery
Contact phone number:	03 9496 3574
Contact email address:	Vijayaragavan.MURALIDHARAN@austin.org.au
Surgical Supervisor:	Mr Kinal Mori
Department	Northern Health Department of Surgery
Contact phone number:	03 8405 8038
Contact email address:	Krinal.mori@nh.org.au

Austin Northern Training Hub (General Surgery)

Austin Northern Training Hub is a conjoint training hub for General Surgery comprising of equal partnership between Austin Health and Northern Health services with external rotations to regional Victoria, Tasmania and Alice Springs

Summary of position:

The Non accredited registrar positions in General Surgery at Austin Northern Training Hub (ANTH) are designed to fulfil the dual role of service provision for the health services and training position as a lead up to entry to SET training in General and other subspecialty surgery. The service provision role includes Night Surgical cover for both the Austin Health and Northern Health and surgical relief for General Surgery SET and Non SET trainees. This is combined with a six month rotation in General Surgery which provides a training opportunity as well as allow completion of the minimum requirements for entry to SET.

All unaccredited registrars will be allocated one six month rotation in General Surgery as well as either a six month term in surgical relief or three months each of Night Surgical cover and Surgical Relief:

- 1. General Surgery:** Six month terms at designated Non Accredited registrar positions. Sometimes there may be opportunities to fill empty SET positions for six months.
- 2. Night Surgical Cover/Research:** This involves two registrars alternating a week of nights and a week off which can be used to develop their research activity. This may be allocated to either the Austin or Northern Hospitals.
- 3. General Surgery Relief registrar:** Austin Northern Training Hub SET & NSET rotations include positions at the Austin Health, Northern Health, Bendigo, Burnie, Echuca, Mildura, Sale, Tasmanian rotations (Launceston, Hobart, Mersey Hospital) and Alice Springs.

Supervision: The Austin Health SET Supervisor and the Northern Health NSET Supervisor will also act as supervisor for unaccredited trainees. All unaccredited trainees are expected to maintain logbooks and Mid and End of term assessment for their own benefit.

Support: All Unaccredited trainees will have regular scheduled meetings in the first quarter with the supervisor to discuss career directions, research opportunities and preparation for entry into SET.

Surgical Education: All Austin Northern Training Hub surgical trainees including unaccredited registrars are expected to participate in the Austin Surgery Education Program or the Northern Surgery Education Program and also participate in research activity which will be encouraged and supported by the Department of Surgery at either site.

Selection Criteria and Process

This is an objective and transparent process. The applicants' CV (40%), Interview (50%) and independent medical workforce reports (10%) are all scored objectively and add to the total score. Once assessed, applicants are selected based entirely on the total overall score. Referee reports no longer score points but referee endorsements are minimum criteria for selection.

Curriculum Vitae (40%): An objective structured CV submission form is provided. This must be completed and attached to your formal CV. The CV scoring forms and scoring instructions are attached so you may understand the relative values of the items in your CV.

Interview (50%): The interviews for Non accredited registrar appointments will be conducted ONLY on two specific days by three parallel panels. Each candidate will be interviewed by a single panel consisting of a surgeon, a current SET trainee and a member of the Medical Workforce Unit drawn from both Austin and Northern Hospitals.

The interview will consist of a general question, a clinical question, a situational question and finally a question based on your CV which you must rebut. In addition, there is a global score assigned. All three members of the panel must agree on the final consensus score.

Dates: Tuesday 21 July 2020 – Northern Health

Monday 27 July 2020 - Austin Health

Time: 1.30pm – 5.00pm

Independent Medical Workforce Unit Assessment (10%): This is an assessment by your current or immediate past employer on non-technical skills and character. Austin trainees will be marked by the Austin MWU. Northern trainees will be marked by the Northern MWU. If you are applying from other health services, the MWU will be contacted and a telephone interview will be conducted to score this section.

Referees Endorsements: You must provide endorsements by **three consultant** surgeons that you have the qualities needed to undertake surgical training. Referee endorsements no longer score points for selection but are minimum requirements. It is your responsibility to ensure that the Referee Endorsements are submitted by the closing date. Failure will invalidate your application.

More information:

You may download the Austin Surgery Education Program 2019 and the Northern Surgery Education Program for information regarding the education programs at ANTH. In addition the General Surgery Training Quarterly E-Zine, “**Laminas**” will give you a great feel for the community of education we have here. These can be downloaded from the main page of our web site currently under construction ([Austin Surgery](#))

Application Stages

- Download this information pack, **complete the structured CV** (please note that completion of the structured CV is **mandatory**) print and upload to application. Also please ensure the attached reference forms are sent to your referee.
- Complete hospital application form online
- Ensure references reach Austin Health or Northern Health by the due date.
- Applications **do not** need to be sent to both health services as they are jointly reviewed

Application Forms

Applications can only be completed online at www.austin.org.au/careers/ Please follow the instructions and complete all stages. You must electronically attach the completed structured CV submission to the compulsory application form.

Important Dates to Remember

Applications open	17 June 2020
Closing Date for applicants	15 July 2020
References due	15 July 2020

EDUCATION & QUALIFICATIONS

ATTENDANCE AT AUSTIN SATURDAY SURGICAL SYMPOSIA			
YEAR	PERCENTAGE ATTENDANCE		SCORE
TOTAL SCORE			
ADDITIONAL QUALIFICATIONS			
QUALIFICATION	INSTITUTION	YEAR AWARDED	SCORE
TOTAL SCORE			
TOTAL SCORE FOR EDUCATION & QUALIFICATIONS			

COMMUNITY ACTIVITY

PARTICIPATION IN COMMUNITY / NGO (Minimum 12 months)			
YEAR	ORGANIZATION	ROLE	SCORE
TOTAL SCORE			
SPORTING ACHIEVEMENT (NATIONAL / INTERNATIONAL LEVEL)			
YEAR	SPORT	ACHIEVEMENT	SCORE
TOTAL SCORE			
ACHIEVEMENT IN PERFORMING ARTS (NATIONAL / INTERNATIONAL LEVEL)			
YEAR	ART	ACHIEVEMENT	SCORE
TOTAL SCORE			
TOTAL SCORE FOR EDUCATION & QUALIFICATIONS			

LEADERSHIP

LEADERSHIP ROLE IN COMMUNITY / NGO			
YEAR	ORGANIZATION	ROLE / POSITION	SCORE
TOTAL SCORE			
MEMBER OF THE ARMED FORCES RESERVE			
YEAR	BRANCH OF ARMED FORCES	ROLE / RANK	SCORE
TOTAL SCORE			
TOTAL SCORE FOR LEADERSHIP			

EXPLANATORY NOTES FOR ASSESSMENT OF NON-SET GENERAL SURGERY REGISTRAR CV

The assessment of CVs is divided into four major sections, clinical experience, research activity, additional qualifications and Community Activity. The scoring system supports adequately experienced trainees with an interest in research and a commitment to their community as a surrogate of their character. Submission of the CV involves a three-part process:

- Completion of the structured CV form.
- Attachment of supporting evidence for the items in the submission
- Attachment of a complete curriculum vitae

All three items should be emailed as PDF forms to be shortlisted for interviews

Clinical Experience:

Straight forward system for recognizing previous surgical clinical experience loosely based on new SET entry criteria. Intern experience is not counted. Only terms completed in the past three calendar years will be accepted. Terms must be complete at the time of application to be valid.

Time for Annual/Study/Conference leave taken within the terms will be included as part of the term for the purpose of calculating the size of the term. (E.g.: a three-month term in General Surgery with 5 weeks of annual leave will still be counted as a three-month term)

- Only surgical terms of 3 or 6 months completed within the past 3 years are counted.
- A 6-month term in General Surgery will score 8 points. This excludes Nights & Relieving rotations.
- A 3-month term in General Surgery will score 3 points.
- A 3-month term in General Surgery Nights or General Surgery Relieving will score 2 points each.
- Surgical terms in Non-General Surgery specialties (Plastics, ENT, Urology, Cardiac, Thoracic, Vascular, orthopaedic) of 3 months will score 2 points each.
- A single ICU term of 3 months completed in the past 3 years will score 3 points

Research Experience:

Each subsection in research activity is cumulative. For example, a candidate who had published a research article as a second author would score 3.0 points for publication and 1 point for presenting it at a regional conference.

Publications and presentations should be supported by full reference and either is available on medline /pubmed or a copy sent in with their CVs.

Poster presentations do not score points.

RACS ASC is considered an international conference. GSA ASM is considered national.

Education & Qualifications:

Attendance at the Austin Saturday Surgical Symposia score points: These are open to all doctor's in Australia. Attendance of >75% supported by documentation for the Department of Surgery will score 5 points for each of the past two years. If you intend to be scored for this, you will require a confirmatory email from Kim McAughtry in the Department of Surgery Austin health confirming your required attendance at the symposia.

Specific post graduate qualifications will score points as listed. International qualifications will only score if they are Research Higher Degrees (MD, PhD). Research Higher Degrees would only score if the degree was achieved through research. An MD achieved as a basic medical degree will not count for any points. A copy of the additional qualifications should accompany their CV.

Community Activity:

This recognizes leadership roles and the ability of the trainee to participate in not-for-profit / selfless activity. This section is intended to identify and reward people of exemplary character or extraordinary talent beyond that of surgery, which is used as a surrogate to their character and hopefully depicts a well-rounded person.

- Significant participation in community or NGO activity: Commitment within recognized community activities, for the betterment of the community. E.g.: Active participation in life savers, RSPCA etc. with evidence to support more than 12 months of active participation.
- Sporting achievement at national/international level: Participating at National or International level in sports
- Achievements/recognition in the performing arts at national/international level: Participation or recognition at national or international level.

Scores 5 points for each activity.

Leadership:

This includes defined leadership role within community organizations. Written evidence to support it must be submitted. This reflects the character of the trainee in taking up leadership roles in charitable or community organizations. Should be state or nationally recognized charitable organizations.

Score 5 points for leadership role. Applicant may hence score 5 points for being a member of an organization for more than 12 months under Community Activity and score another 5 points under leadership if he/she attained a leadership position (President, Secretary, Treasurer, Committee member etc)

Membership of any branch of the armed forces reserve will automatically score 10 points for leadership for obvious reasons.

ASSESSMENT OF NON SET GENERAL SURGERY REGISTRAR CV

To be completed by Medical Workforce Unit Staff

CLINICAL EXPERIENCE (Only the past 3 years are counted)

General Surgery Registrar Term of 6 months: (Continuous six months in a single unit; May include leave time; Excludes Nights and Relief Rotations)	8 points / Term
General Surgery Registrar Term of 3 months: (Continuous three months in a single unit; May include leave time; Excludes Nights and Relief Rotations)	3 points / Term
Surgical Registrar Nights or Relieving of 3 Months: (>80% should be General Surgery; maximum of only one term of each will be counted per calendar year)	2 points / Term
Non-General Surgery Resident/Registrar Term of 3 months (Plastics, ENT, Urology, Cardiac, Vascular, Orthopaedics etc)	2 points / Term
ICU term of 3 months (Only one term in total to be counted)	3 points / Term

Maximum Score for Clinical Experience	/ 40 point
--	-------------------

RESEARCH ACTIVITY

- Oral Presentations	Regional Conference	- 1-point	
	National Conference	- 3-point	
	International Conference	- 5 points	
	Maximum Score		/ 5 points
- Publications	Case Report	- 1 point (Max	
	5) Non first author publication	- 3 points	
	First Author Publication	- 5 points	
	Maximum Score		/ 15 points

Maximum score for Research Activity	/ 20 points
--	--------------------

EDUCATION & QUALIFICATIONS

Attendance at Austin Saturday Surgical Symposia (>75% per year; Attendance over the past one or two years will be considered) /year)	10 points (5 points)
Australian Diplomas / Graduate Certificates relating to medicine	5 points
Masters Level Research Degree (Australian)	10

points Research Higher Degree (MD, PhD)

20

points (MD excluding post graduate basic medical degrees)

Maximum Score for Additional Qualifications

/ 20 points

COMMUNITY ACTIVITY

Significant participation in community or NGO organization (minimum 12 months) - 5

Sporting achievement at national/international level - 5

Achievements/recognition in the arts at national/international level - 5

Maximum Score for community activity

/ 10 points

LEADERSHIP

Leadership position in community or NGO organization - 5

Member of the armed forces reserve - 10

Maximum Score for community activity

/ 10 points

TOTAL SCORE OF CV

/ 100 points

Non SET (Non-Accredited) General Surgery Registrar Selection 2021

Independent Reference Score

Assessed by Medical Workforce Unit

This is a global assessment score based on trainee's attitude and behaviour in the past year. For Austin Northern Training Hub trainees these scores will be decided by a panel of MWU members. For external applicants a member of the MWU would contact their counterpart in the hospital the trainee has worked last and gain the relevant information.

The characteristics are based on the RACS In-Training Assessment Essential Criteria with one added global characteristic of "Professional Behaviour to make up the ten.

1 = poor; 3= average; 5 = excellent; Negative values denote extremely poor behaviour of the trainee which will hence impact on the trainees overall score. The negative marks were added so that trainees with poor attributes did not score positive points despite their poor performance.

Total score is divided by 5 to achieve a rounded score between -10 and 10.

1. Communications	-5	-4	-3	-2	-1	0	1	2	3	4	5
2. Co-operation	-5	-4	-3	-2	-1	0	1	2	3	4	5
3. Self-Motivation	-5	-4	-3	-2	-1	0	1	2	3	4	5
4. Work Ethic	-5	-4	-3	-2	-1	0	1	2	3	4	5
5. Ability to Manage Stress	-5	-4	-3	-2	-1	0	1	2	3	4	5
6. Honesty	-5	-4	-3	-2	-1	0	1	2	3	4	5
7. Empathy	-5	-4	-3	-2	-1	0	1	2	3	4	5
8. Team work	-5	-4	-3	-2	-1	0	1	2	3	4	5
9. Insight / Awareness	-5	-4	-3	-2	-1	0	1	2	3	4	5
10. Professional Behaviour	-5	-4	-3	-2	-1	0	1	2	3	4	5

COMMENTS

TOTAL

/ 50

FINAL SCORE

/ 10

Non SET (Unaccredited) General Surgery Registrar Selection 2021

REFEREE ENDORSEMENT

This is an endorsement form for the referees supporting trainees applying for a NON ACCREDITED General Surgery Registrar post at Austin Northern Training Hub (ANTH) for 2021.

This form replaces the traditional Referee Report and simply asks one question of the referees.

“Are you willing to endorse in writing that the trainee is ready and suitable to take up the position of a Non Accredited General Surgery Registrar at Austin Health and displays the nine competencies and professional behaviour espoused by the RACS appropriate for their seniority and experience?”

Please tick the four circles if you agree with the statements before signing the form.

APPLICANT NAME:

I acknowledge that I have had sufficient clinical contact with the above trainee to provide an endorsement that the trainee is suited to entry to surgical training.

I see no reason, based on my experience that the trainee will not be able to develop the nine core competencies espoused by the Royal Australasian College of Surgeons listed below:

Collaboration and Teamwork

Communication

Health advocacy

Judgement - clinical decision making

Management and Leadership

Medical expertise

Professionalism and Ethics

Scholarship and Teaching

Technical expertise

I confirm that to my knowledge the trainee has not displayed any unprofessional behaviour and is respectful of all staff members in their workplace.

I endorse the application of the above trainee for the NON-SET General Surgery registrar position for 2021 having discussed the application and the professional commitment it entails with the trainee.

REFEREE'S NAME

.....

POSITION:

INSTITUTION:

SIGNATURE:

DATE: